

NAF PAY SYSTEM**PAY REPORT**

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after July 16, 2016, are as follows: Average increases of 25 cents (2.7 percent) for Level 1 and 29 cents (2.6 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 2016.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	183	9.18	10.12	9.00
CASHIER-CHECKER	302	9.53	11.00	9.00
CUSTOMER SERVICE ASST	14	9.00	9.00	9.00
DESK CLERK	33	9.69	10.56	9.00
NF - 2				
HEAD SALES PERSON	44	11.13	11.91	9.92
HEAD CUSTOMER SVC ASST	9	13.30	14.64	9.25
ACCOUNTING TECHNICIAN	8	12.57	14.20	12.01
NF - 3				
DEPARTMENT MANAGER	100	12.89	14.45	10.16

WAGE AREA : #101 Jefferson, NY
ORDER DATE : May 13, 2016
SURVEY : #031/027-53-B